

GENDER PAY GAP REPORT 2018

We are delighted to publish our "Annual Gender Pay Gap" report based on the snapshot date of the 5th April 2018, for Billericay Dental Supply Company Ltd.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017, all UK Companies employing over 250 people are required to report on their gender pay gap.

This involves carrying out six calculations that show the difference between the earnings of men and women in our organisation.

AS A BUSINESS, WE CAN USE THESE RESULTS TO ASSESS:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

DEFINITIONS:

- Full Pay Relevant Employees - All employees who were paid their usual all pay in the pay period that includes the snapshot date.
- Relevant Employees - All employees employed by our organisation on the 5th April 2018.
- Mean figure - the difference between the average of men's and women's pay
- Median figure - the difference between the mid-point in the ranges of men's and women's pay

Gender Pay Gap

Full Pay Relevant Employees

Mean Pay gap in hourly pay as a % of men's pay

2017	2018	REDUCED BY
18.08%	13.17%	4.91%

Median Pay gap in hourly pay as a % of men's pay

2017	2018	REDUCED BY
17.33%	12.75%	4.58%

Bonus Payments

Proportion of Male and Female Relevant Employees who received bonus payments

Number of Relevant Female Employees who received bonus (12 month period) 2018 **84**

Number of Relevant Female Employees 2018 **209**

 **40%**
GOT A BONUS

Number of Relevant Male Employees who received bonus (12 month period) 2018 **93**

Number of Relevant Male Employees 2018 **218**

 **43%**
GOT A BONUS

	2017	2018	DIFFERENCE
Female	80%	40%	-40%
Male	78%	43%	-35%

This tells us less employees received bonus payments than in the previous year. However, the gap between male and female remains consistent.

Gender Pay Gap in bonus

	2017	2018
Mean	35.5%	+1.73%
Median	1.67%	-20.86%

This tells us that due to their being more male employees who received a bonus payment, there was a small gap in the average bonus paid to women. However, the midpoint value of the bonus payments made to females was greater than that of males.

Pay Gap Quartile Figures

Quartile 1: Upper

 **61%**
58 employees

 **39%**
37 employees



Quartile 2: Upper Middle

 **55%**
53 employees

 **45%**
43 employees



Quartile 3: Lower Middle

 **41%**
39 employees

 **59%**
56 employees



Quartile 4: Lower

 **47%**
45 employees

 **53%**
51 employees



WHAT ARE THE UNDERLYING CAUSES OF OUR GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Billericay Dental Supply Company Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Billericay Dental Supply Company Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This can be seen overleaf in the table depicting pay quartiles by gender. This shows the Billericay Dental Supply Company Ltd workforce divided into four equal-sized groups based on hourly pay rates, with Lower Quartile 4 including the lowest-paid 25% of employees and Upper Quartile 1 covering the highest-paid 25%. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. However, within Billericay Dental Supply Company Ltd, 53% of the employees in the Lower Quartile 4 are women and 47% men. The percentage of male employees increases throughout the remaining quartiles, from 55% in Quartile 2 to 61% in the Upper Quartile 1.

HOW DOES BILLERICAY DENTAL SUPPLY COMPANY LTD GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Billericay Dental Supply Company Ltd compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.0%. At 13.17%, Billericay Dental Supply Company Ltd mean gender pay gap is, therefore, significantly lower than that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%. At 12.75%, Billericay Dental Supply Company Ltd median gender pay gap is, therefore, significantly lower than that for the whole economy.

WHAT IS BILLERICAY DENTAL SUPPLY COMPANY LTD DOING TO ADDRESS ITS GENDER PAY GAP?

While Billericay Dental Supply Company Ltd gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which Billericay Dental Supply Company Ltd is complacent, and it is committed to doing everything that it can to reduce the gap.

We care about building a fair and equitable environment for all employees, where employees have equal access to employment, pay and development opportunities. We will continue to work towards this in the core areas of:

- Recruitment – ensuring we attract and select the right person for the job through fair and balanced processes. We will continue to make gender irrelevant in our decision on pay.
- Employee development – ensure that merit drives development. This year we invested in a learning management system for our employees to access training materials and resources. This is available to all employees irrelevant of gender or level of role.
- Employee policies and procedures – develop family friendly policies which ensure fairness and equality across all employee groups and recognise the importance of a diverse workforce.
- Pay, Reward & Recognition – to ensure fairness across the workforce at all levels.
- Ongoing review of our reward and recognition strategy.
- Relaunch of a new incentive and bonus scheme based upon business and individual performance. This has seen a significant reduction of adhoc bonus schemes.

None of these initiatives will, by itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Billericay Dental Supply Company Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I can confirm the information and data provided is accurate and in line with mandatory requirements



Paul Adams (Managing Director)

